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CIVILIAN MANPOWER STATISTICS, FEBRUARY, FY-84.  
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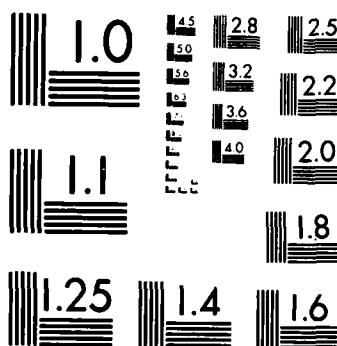
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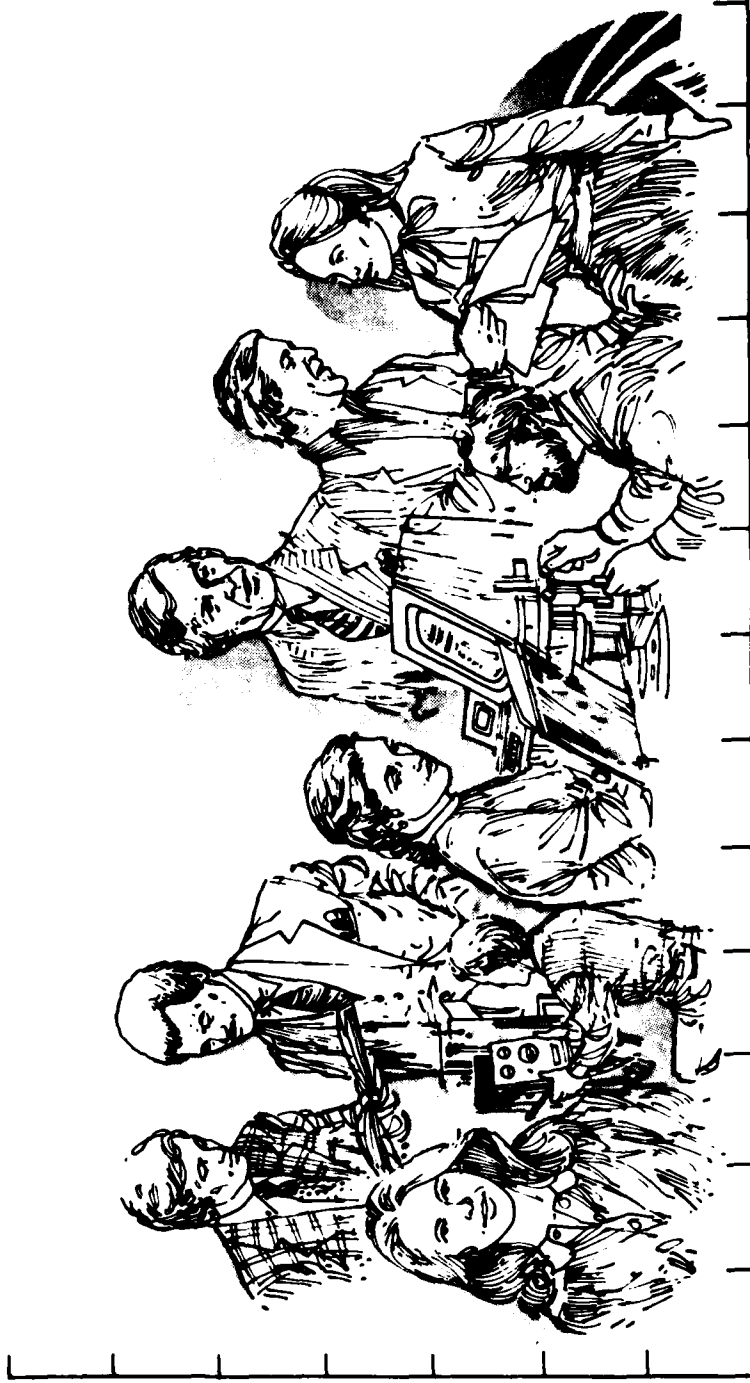
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Department of Defense

# **CIVILIAN MANPOWER STATISTICS**

**FEBRUARY 1984**



Department of Defense

**Civilian Manpower Statistics**

February 1984

Issued Monthly by

Washington Headquarters Services  
Directorate for Information  
Operations and Reports

## F O R E W O R D

Civilian Manpower Statistics (CMS) is published monthly by the Office of the Secretary of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR).

CMS provides statistical information on the civilian work force of the Department of Defense (DOD), with the exception of personnel of the National Security Agency and personnel paid from non-appropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

This report is approved for public release at cost: distribution unlimited. However, all requests for this publication and DOD-wide data contained therein, should be referred to WHS/DIOR or cognizant offices in the Office of the Secretary of Defense. Requests for additional copies, should be addressed to the Director for Information Operations and Reports, Washington Headquarters Services, Room 1C535, The Pentagon, Washington, D. C. 20301. (When ordering cite publication number M04.)

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TABLE 1

DOD Civilian Employment, by Function and Employment Status,  
According to Defense Component: February 29, 1984

FUNCTION/EMPLOYMENT STATUS	TOTAL a/ DOD	ARMY	NAVY b/	AIR FORCE	OTHER DEFENSE c/ ACTIVITIES
<b>MILITARY FUNCTIONS</b>					
OMB Ceiling Employment	1,087,774	401,577	344,281	256,549	85,367
Direct Hire	1,003,207	342,586	333,690	243,369	83,562
Indirect Hire	84,567	58,991	10,591	13,180	1,805
Total Employment	1,098,556	404,641	349,020	258,398	86,497
Direct Hire	1,013,989	345,650	338,429	245,218	84,692
Indirect Hire	84,567	58,991	10,591	13,180	1,805
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB Ceiling Employment	28,495	28,492	-	3	-
Total Employment	29,477	28,474	-	3	-
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB Ceiling Employment	1,116,269	430,069	344,281	256,552	85,367
Direct Hire	1,031,702	371,078	333,690	243,372	83,562
Indirect Hire	84,567	58,991	10,591	13,180	1,805
Total Employment	1,128,033	434,115	349,020	258,401	86,497
Direct Hire	1,043,466	375,124	338,429	245,221	84,692
Indirect Hire	84,567	58,991	10,591	13,180	1,805

a/ Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/ Includes Marine Corps civilian personnel.

c/ See the Glossary for a list of the Other Defense Activities.



TABLE 2

Trends in DOD Civilian Employment Subject to OMB Ceiling,  
by Function, Employment Status, and Defense Component

FUNCTION/COMPONENT/ EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 2 MONTHS	
	30 SEP 80	30 SEP 81	30 SEP 82	30 SEP 83	31 JAN 84	29 FEB 84
<b>MILITARY FUNCTIONS</b>	990,356	1,019,466	1,029,854	1,067,824	1,085,641	1,087,774
DIRECT HIRE <sup>a/</sup>	915,786	939,942	947,061	983,644	1,001,048	1,003,207
INDIRECT HIRE <sup>b/</sup>	74,570	79,524	82,793	84,180	84,593	84,567
Army						
Direct Hire	360,508	372,111	379,316	392,346	400,192	401,557
Indirect Hire	311,795	318,278	322,057	333,722	341,227	342,586
Navy	48,713	53,833	57,259	58,624	58,965	58,991
Direct Hire	308,715	320,858	319,554	339,552	344,367	344,281
Indirect Hire	297,984	310,123	308,885	328,907	333,804	333,690
Air Force	10,731	10,735	10,669	10,645	10,563	10,591
Direct Hire	244,342	246,165	248,508	252,330	255,998	256,549
Indirect Hire	230,938	232,933	235,456	239,367	242,863	243,369
Other Defense Activities	13,404	13,232	13,052	12,963	13,135	13,180
Direct Hire	76,791	80,332	82,476	83,596	85,084	85,367
Indirect Hire	75,069	78,608	80,663	81,648	83,154	83,562
Civil Functions	1,722	1,724	1,813	1,948	1,930	1,805
CIVIL FUNCTIONS <sup>a/</sup>						
ALL DIRECT HIRE <sup>b/</sup>	32,611	31,800	31,573	32,823	28,942	28,495
Army	32,608	31,796	31,569	32,819	28,939	28,492
Air Force	3	4	4	4	3	3
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	1,022,967	1,051,266	1,061,427	1,100,647	1,114,583	1,116,269
Direct Hire <sup>a/</sup>	948,397	971,742	978,634	1,016,467	1,029,990	1,031,702
Indirect Hire <sup>b/</sup>	74,570	79,524	82,793	84,180	84,593	84,567

<sup>a/</sup> As reported officially to the Office of Personnel Management.<sup>b/</sup> Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

TABLE 3

DOD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
by Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 84	29 FEB 84	PROGRAMMED STRENGTH 30 SEP 84	31 JAN 84	29 FEB 84	PROGRAMMED STRENGTH <sup>a/</sup> 30 SEP 84
<u>MILITARY FUNCTIONS</u>	<u>1,001,048</u>	<u>1,003,207</u>	<u>994,450</u>	<u>888,358</u>	<u>889,167</u>	
Army	341,227	342,586	342,042	292,839	293,543	
Navy	333,804	333,690	328,813	296,569	296,175	
Air Force	242,863	243,369	236,153	222,397	222,590	
OSD & Related Activities <sup>b/</sup>	3,616	3,606	3,736	3,404	3,394	
Defense Audiovisual Agency	254	256	262	221	223	
Defense Communications Agency	1,696	1,695	1,770	1,620	1,624	
Defense Contract Audit Agency	3,748	3,783	4,141	3,694	3,726	
Defense Intelligence Agency	2,909	2,928	3,095	2,607	2,637	
Defense Investigative Service	3,301	3,302	3,373	3,255	3,283	
Defense Logistics Agency	46,400	46,549	49,533	44,507	44,629	
Defense Mapping Agency	8,844	8,872	8,782	8,701	8,719	
Defense Nuclear Agency	669	675	731	623	625	
Department of Defense	10,998	11,167	11,205	7,298	7,370	
Dependents Schools						
Uniformed Services University						
of the Health Sciences	719	729	814	623	629	
<u>CIVIL FUNCTIONS</u>	<u>28,942</u>	<u>28,495</u>	<u>N/A</u>	<u>26,355</u>	<u>26,016</u>	
Army	28,939	28,492		26,352	26,013	
Air Force	3	3		3	3	
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</u>	<u>1,029,990</u>	<u>1,031,702</u>	<u>N/A</u>	<u>914,713</u>	<u>915,183</u>	

a/ Not under ceiling control in FY 1984

b/ See the Glossary for a list of OSD and Related Activities.

TABLE 4

DOD Military and Direct Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: February 29, 1984

DEFENSE COMPONENT	TOTAL	CIVILIAN <sup>a/</sup>	MILITARY		
			TOTAL	OFFICER	ENLISTED
<b>TOTALS</b>	<b>92,444</b>	<b>84,692</b>	<b>7,752</b>	<b>4,645</b>	<b>3,107</b>
OSD and Related Activities <sup>b/</sup>	5,590	3,625	1,965	1,409	556
Defense Audiovisual Agency	276	265	11	11	-
Defense Communications Agency	3,435	1,760	1,675	533	1,142
Defense Contract Audit Agency	3,814	3,814	-	-	-
Defense Intelligence Agency	4,940	2,930	2,010	1,317	693
Defense Investigative Service	3,383	3,341	42	2	40
Defense Logistics Agency	48,364	47,410	954	798	156
Defense Mapping Agency	9,397	8,957	440	179	261
Defense Nuclear Agency	1,199	682	517	317	200
Department of Defense Dependents Schools	11,167	11,167	-	-	-
Uniformed Services University of the Health Sciences	879	741	138 <sup>c/</sup>	79	59

<sup>a/</sup> Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

<sup>b/</sup> See the Glossary for a list of OSD and Related Activities.

<sup>c/</sup> Excludes students.

TABLE 5

DOD Direct Hire Civilian Personnel, by Type, a/  
According to Defense Component: February 29, 1984

TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES b/
<b>TOTAL</b>	<b>1,043,466</b>	<b>375,124</b>	<b>338,429</b>	<b>245,221</b>	<b>84,692</b>
<b>BY STATUS</b>					
Full-Time	1,011,281	361,817	330,756	238,231	80,477
Part-Time	26,706	10,708	6,935	5,667	3,396
Intermittent	5,479	2,599	738	1,323	819
<b>BY CAREER SERVICE CATEGORY</b>					
Competitive	867,452	300,491	296,104	204,127	66,730
Excepted and SES	176,014	74,633	42,325	41,094	17,962
<b>BY TYPE OF APPOINTMENT</b>					
Permanent	927,273	325,211	298,773	225,541	77,748
Temporary/Indefinite	116,193	49,913	39,656	19,680	6,944
<b>BY CITIZENSHIP</b>					
U.S. Citizens	1,002,187	358,611	321,608	237,977	83,991
Non-Citizens	41,279	16,513	16,821	7,244	701
<b>BY LABOR CATEGORY</b>					
Salaries	685,625	261,153	194,706	155,781	73,985
Wage Board	357,841	113,971	143,723	89,440	10,707

a/ Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

b/ See the Glossary for a list of the Other Defense Activities.

TABLE 6

DOD Direct Hire Civilian Personnel, by Location and Type, <sup>a/</sup>  
According to Defense Component: February 29, 1984

LOCATION/TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>b/</sup>
<u>WORLDWIDE TOTAL</u>	<u>1,043,466</u>	<u>375,124</u>	<u>338,429</u>	<u>245,221</u>	<u>84,692</u>
<u>UNITED STATES</u>	<u>949,046</u>	<u>331,914</u>	<u>314,191</u>	<u>230,386</u>	<u>72,555</u>
By Location <sup>c/</sup>					
Washington, D.C., SMSA	87,114	28,556	36,879	6,302	15,377
Remainder of U.S.	861,932	303,358	277,312	224,084	57,178
By Labor Category					
Salaried	627,359	238,431	184,652	142,335	61,941
Wage Board	321,687	93,483	129,539	88,051	10,614
By Citizenship					
U.S. Citizens	948,379	331,515	314,002	230,351	72,511
Non-Citizens	667	399	189	35	44
<u>U.S. TERRITORIES</u>	<u>7,123</u>	<u>1,082</u>	<u>4,615</u>	<u>1,378</u>	<u>48</u>
By Labor Category					
Salaried	3,459	733	1,941	748	37
Wage Board	3,664	349	2,674	630	11
By Citizenship					
U.S. Citizens	7,025	1,080	4,591	1,378	48
Non-Citizens	98	2	94	-	-
<u>FOREIGN COUNTRIES</u>	<u>87,297</u>	<u>42,128</u>	<u>19,621</u>	<u>13,457</u>	<u>12,089</u>
By Labor Category					
Salaried	54,807	21,989	8,113	12,698	12,007
Wage Board	32,490	20,139	11,510	759	82
By Citizenship					
U.S. Citizens	46,783	26,016	3,087	6,248	11,432
Non-Citizens	40,514	16,112	16,536	7,209	657

<sup>a/</sup> Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

<sup>b/</sup> See the Glossary for a list of the other Defense Activities.

<sup>c/</sup> The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William and Stafford counties in Virginia.

TABLE 7

DOD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component: February 29, 1984

COUNTRY	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>a/</sup>
<u>TOTAL</u>	<u>84,567</u>	<u>58,991</u>	<u>10,591</u>	<u>13,180</u>	<u>1,930</u>
Belgium	619	597	-	2	20
Germany	58,819	51,517	20	5,975	1,430
Greece	600	15	130	436	19
Guam	4	-	4	-	-
Italy	1	-	1	-	-
Japan	17,368	3,365	9,222	4,544	240
Korea	3,238	3,238	-	-	-
Netherlands	358	259	-	76	23
Philippines	7	-	6	-	1
Spain	2,071	-	1,140	844	87
United Kingdom	1,482	-	68	1,303	110

<sup>a/</sup> See the Glossary for a list of the Other Defense Activities.

TABLE 8

Number and Rate of Monthly Accessions  
and Separations of DOD Direct Hire Civilian Personnel:  
January 1983 - February 1984

DATE	ACCESSIONS <sup>a/</sup>		SEPARATIONS <sup>a/</sup>	
	NUMBER	RATE (%)	NUMBER	RATE (%)
<u>1983</u>				
January	14,674	1.43	18,041	1.76
February	15,014	1.47	11,574	1.13
March	12,847	1.25	12,905	1.25
April	13,051	1.27	14,238	1.38
May	23,135	2.25	13,685	1.33
June	32,076	3.08	23,130	2.22
July	20,262	1.93	16,146	1.54
August	26,627	2.53	31,041	2.95
September	21,195	2.02	49,921	4.75
October	22,923	2.23	19,320	1.88
November	16,564	1.60	11,598	1.12
December	17,105	1.64	13,529	1.30
<u>1984</u>				
January	14,617	1.40	16,329	1.57
February	14,693	1.40	12,481	1.19

<sup>a/</sup> Accession and separation rates represent the number of gains or losses in civilian personnel as a percentage of total DOD employment.

# G L O S S A R Y

Accessions. Additions to an agency's work force. Includes appointments from civil service registers that are career or career-conditional appointments, appointments to the Senior Executive Service, temporary appointments from registers, temporary appointments pending the establishment of registers, reappointments, reinstatements, restorations, returns to duty, and transfers.

Civil Functions. Functions primarily associated with the Civil Works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil Functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the Competitive Service by or under statute;
2. Positions to which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the Competitive Service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the Competitive Service by statute.

Direct Hire Civilians. Employees hired directly by an agency of Department of Defense. Included are foreign nationals hired by Department of Defense to support Department of Defense activities in their home countries.

DOD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the Competitive Service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative workweek for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on an irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OSD and Related Activities.

American Forces Information Service (AFIS)  
Civilian Health and Medical Program  
of the Uniformed Services (CHAMPUS)  
Defense Advanced Research Projects Agency (DARPA)  
Defense Legal Services (DLS)  
Defense Security Assistance Agency (DSAA)  
Office of Economic Adjustment (OEA)  
Office of the Secretary of Defense (OSD) and  
Organization of the Joint Chiefs of Staff (OJCS)  
Tri-Service Medical Information System (TRIMIS)  
U.S. Court of Military Appeals (USCMA)  
Washington Headquarters Services (WHS)



### Other Defense Activities.

Defense Audiovisual Agency (DAVA)  
Defense Communications Agency (DCA)  
Defense Contract Audit Agency (DCAA)  
Defense Intelligence Agency (DIA)  
Defense Investigative Service (DIS)  
Defense Logistics Agency (DLA)  
Defense Mapping Agency (DMA)  
Defense Nuclear Agency (DNA)  
Department of Defense Dependents Schools (DODDS)  
Uniformed Services University of the  
Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. Competitive Service - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. Excepted Service - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the Competitive Service.

3. Senior Executive Service (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaries Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency which are grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Separations. Losses from an agency's work force. Includes discharges, resignations, terminations, reductions-in-force, removals, transfers, extended leave without pay, suspensions, furloughs, deaths, retirements, and displacements.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the report date and who either worked during the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

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